

DO YOU LIKE YOUR COLLEAGUES? DEVELOPING INDIRECT MEASUREMENT OF PERSON-GROUP FIT

Jin-Feng Uen, Institute of Human Resource Management, National Sun Yat-sen University, Taiwan.

Ko-Wei Wu, Institute of Human Resource Management, National Sun Yat-sen University, Taiwan.

Shu-Ling Wu, Institute of Human Resource Development, National Hsinchu University of Education, Taiwan.

Ting Wu, Faculty of Management and Administration, Macau University of Science and Technology, Macau

[dx.doi.org/10.18374/EJM-13-4.8](https://doi.org/10.18374/EJM-13-4.8)

ABSTRACT

This research developed an instrument, Workgroup Characteristic Profile (WCP), which complements the lack of indirect measure for person-group fit (P-G fit) in need-supply perspective. The profile development applied Q-sort technique with extensive literature review, descriptors identification, and content validation. We tested the WCP by using the criterion-related validity and concluded that indirect measurement in the study is reliable and valid for P-G fit of need-supply perspective.

Keywords: *Person-Group Fit, Workgroup Characteristic Profile, Q-sort Technique*